

ARTICLE 1

RECOGNITION

SECTION 1. The Employer recognizes the Union as the exclusive representative for all employees as described in Section 2. The Union agrees to represent fairly and equitably the interests of all employees with respect to grievances, personnel policies, practices and procedures and other matters affecting their conditions of employment, without regard to Union membership, race, color, creed, sex, age, national origin, preferential or nonpreferential civil service status, political affiliation, marital status, or handicapping condition. The Employer recognizes that participation of employees, through their representatives, in the formulation of personnel policies affecting them, to the extent consistent with Federal law or other articles of this agreement, contributes to the effective conduct of Navy business; that the effective administration of the Navy and the well-being of its employees require that orderly and constructive relationships be maintained between the Union and Management officials; and that effective employee-management cooperation in the public service requires a clear statement of the respective rights and obligations of the Union and Employer.

SECTION 2. Specific provisions of this Agreement are applicable to members of the exclusive bargaining unit at the Naval Construction Battalion Center. This bargaining unit consists of:

All graded and ungraded employees of the Center.

The provisions of this Agreement are applicable only to employees who are included in the bargaining unit listed above.

This Agreement does not apply to the following employees and are excluded from the bargaining unit:

- a. Employees who are paid from non-appropriated funds;
- b. Supervisors and management officials;
- c. Employees engaged in federal personnel work in other than a purely clerical capacity;
- d. Employees who assist or act in a confidential capacity to management officials who are involved in labor relations policy matters;

NOTES: _____

